INTERCHURCH WORLD MOVEMENT OF NORTH AMERICA

WORLD SURVEY CONFERENCE

ATLANTIC CITY
JANUARY 7 to 10, 1920

PRELIMINARY

Statement and Budget for American Religious Education

PREPARED BY
SURVEY DEPARTMENT
AMERICAN RELIGIOUS EDUCATION DIVISION

THIS Survey statement should be read in the light of the fact that it is preliminary only, and will be revised and enlarged as a result of the discussions and recommendations of the World Survey Conference.

The entire Survey as revised will early be brought together in two volumes, American and Foreign, to form the basis of the financial campaign to follow.

The "Statistical Mirror" will make a third volume dealing with general church, missionary and stewardship data.

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A Call to the Colors

THE United States of America has been invaded by three enemy armies which threaten our national existence. First, there is within our borders an army of five and one-half million illiterates above ten years of age; second, there is an army of fifty-eight million people who are not identified with any church, Jewish, Catholic or Protestant; third, there is an army of twenty-seven million Protestant children and youth, under twenty-five years of age, who are not enrolled in any Sunday school or other institution for religious training.

If these three armies should form in double column, three feet apart they would reach one and one-third times round the globe at the equator. If they should march in review before the president of the United States, starting on the day of his inauguration, moving double column at the rate of twenty-five miles a day, it would take the three armies three years and eight months to pass the president.

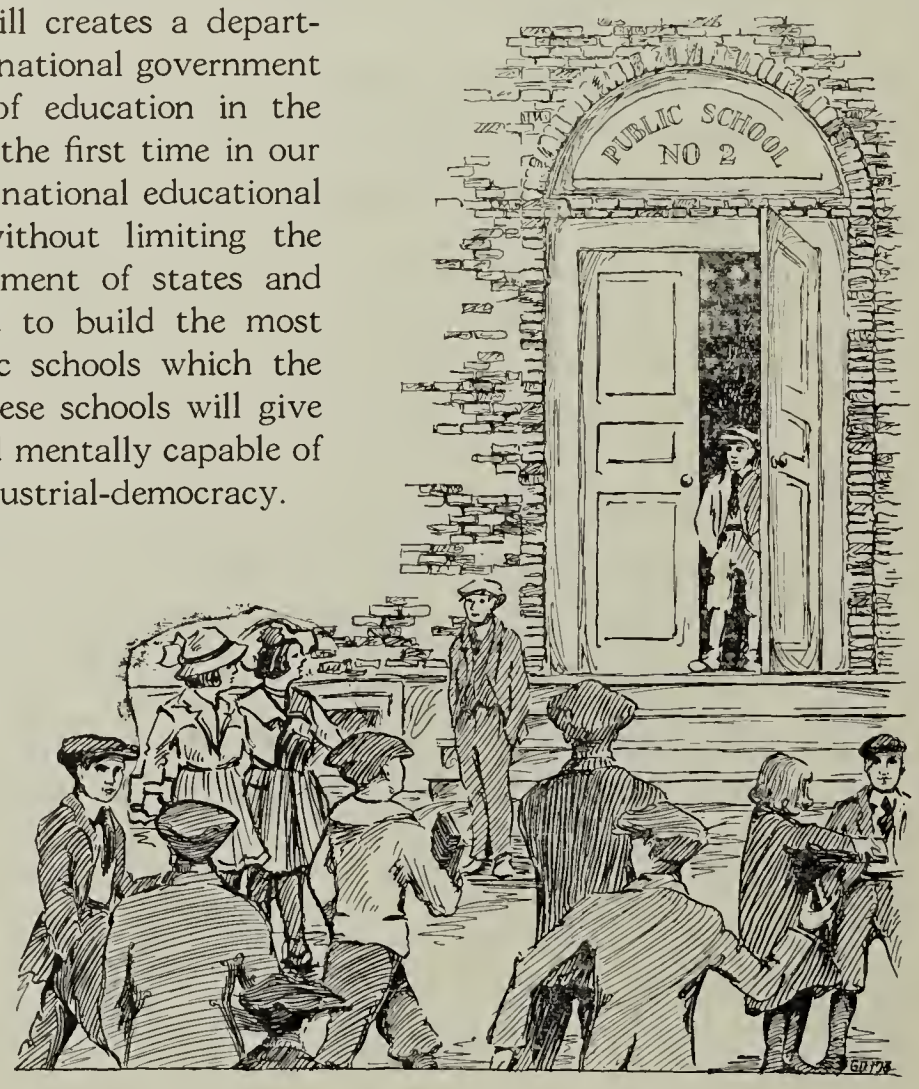
These three armies constitute a triple alliance which threatens the life of our democracy. Patriotism demands that every loyal American should rush to arms and wage three great campaigns—a campaign of Americanization, a campaign of adult evangelism, and a campaign for the spiritual nurture of childhood. The pages which follow are a call to the colors.

Intelligence and Righteousness

Universal Education is the Only

THE fundamental elements of a nation's strength are the intelligence and moral insight of its people. The machinery with which a democracy sets each new generation on the shoulders of the race is the public school system. Through the public schools the state secures an effective, socially-minded, homogeneous citizenship. Its curriculum, besides providing for individual needs, contains common elements which become the basis of the like-mindedness of the people and insure united and collective activity. It is thus that social solidarity is secured in a democracy.

The world war revealed many defects in our educational system. It has clearly shown the importance of rural education, the necessity for a complete program of physical and health education, the need of radical measures to reduce adult illiteracy, the necessity for the preparation and supply of competent teachers and the equalizing of educational opportunities. The Smith-Towner Bill, now pending before Congress, is the nation's educational program for the reconstruction period. This bill creates a department of education in our national government and places a secretary of education in the President's cabinet. For the first time in our nation's life it provides a national educational policy. This is done without limiting the initiative and self-government of states and cities. We have set out to build the most effective system of public schools which the world has ever seen. These schools will give us a people physically and mentally capable of sustaining a socialized-industrial-democracy.



"NO child should be damned to illiteracy because he chanced to be born in one of the waste places of the nation."

Must Be Co-Extensive

Guarantee of Democratic Government

BUT the democratic state has not yet established the machinery which will conserve and perpetuate the moral and spiritual achievements of the race and guarantee that the citizenship of the future will be dominated by the highest of moral and spiritual ideals.

Democracy must learn how to make intelligence and righteousness co-extensive. A new piece of machinery must be created and made a vital, integral part of the life of every community. This new piece of machinery must spiritualize our citizenship just as the public school makes it wise and efficient. The nation that can build this new machinery will write a new page in the history of democratic government.

The task of religious education is to motivate conduct in terms of a religious ideal of life. In a democracy the common facts, attitudes and ideals which constitute the basis of collective activity must be surcharged with religious interpretation. Spiritual significance and God-consciousness must permeate the entire content of the secular curriculum. The national public school system must be supplemented by a unified program of religious education which will guarantee the spiritual homogeneity of our democracy. Unless such a program of religious education can be created there is great danger that a system of public schools will become nationalistic and materialistic in theory and practise and the direction of social development will be determined by the secular state rather than by the spiritual forces represented by the church.

"A RELIGIOUS education should be the heritage of every child. Spiritual illiteracy is the greatest peril of organized society."

A Statesmanlike Program of Religious Education

IF THE millions of unchurched people revealed by the chart on the opposite page are to be adequately trained in the principles of the Christian religion, and if in addition to this responsibility this nation is to furnish a leadership which will carry Christianity to the uttermost parts of the earth, steps must be taken at once to build a statesmanlike program of religious education for the American people. Such a program would involve the following items:

1. The securing and training of an army of religious teachers, both professional and volunteer. This would mean:

a. The establishment of research and graduate schools in religious education.

b. The creation of departments of religious education in church colleges.

c. The founding of a system of teacher-training schools and institutes for the training of the volunteer workers.

d. The creation of associations for the self-development of both volunteer and professional workers.

2. The creation of a curriculum for all grades of church schools.

3. The establishment of week-day and vacation schools of religion.

4. The strengthening and vitalizing of the educational program of each local church.

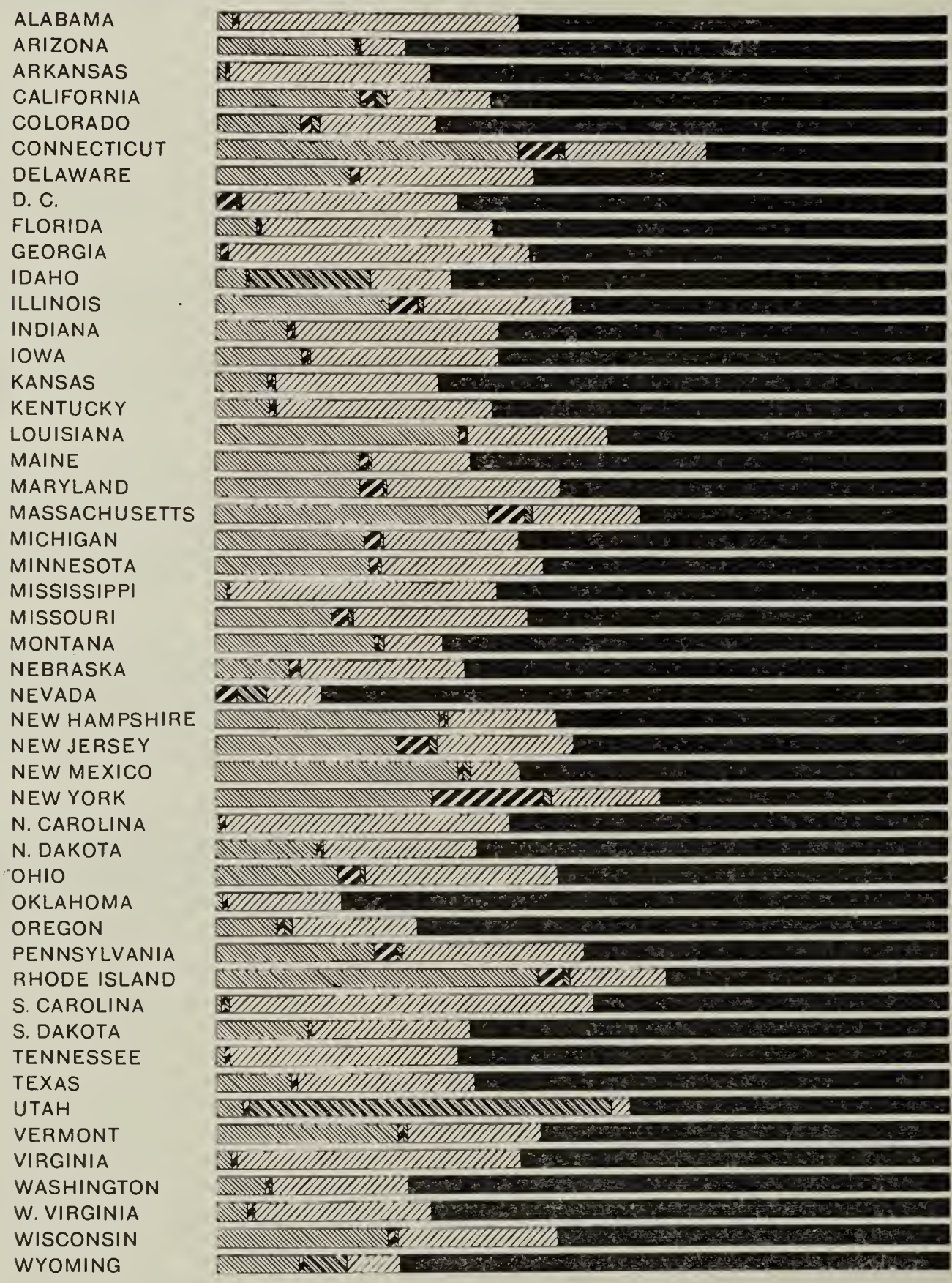
5. The establishment of parent-training courses in the interest of religious education in the home.

6. The creation of community programs of religious education through which the church will use music, art, drama and recreation as agencies for the spiritualizing of the ideals of the whole community.

7. The creation of a system of organization and support which will be adequate to sustain a school system involving thousands of teachers and millions of students and costing billions of dollars.

8. The creation of a system of supervision and control which will preserve denominational and local autonomy and still secure essential unity of program and policy for the entire nation.

WHERE 58 MILLIONS UNCHURCHED PROTESTANT AMERICANS RESIDE



Totals: Catholics 16,788,214 Jews 3,388,951 Other Non-Prot. 739,709

Protestants 24,354,216 Not members of any church 58,368,241

CATHOLIC — JEWISH — OTHER NON PROTESTANT — PROTESTANT — NOT MEMBERS OF ANY CHURCH

Interchurch World Movement of North America — G D 167

Vital Spots in the Educational Program of the Church

TWENTY-SIX MILLION CHILDREN

TWENTY-SIX million children and youth growing up without any definite, systematic training in religion constitutes the greatest peril in our national life.

For the secular education of the childhood of America the nation proposes an annual budget of $1,241,000,000. For the spiritual nurture of this same army of future American citizens the church should provide a budget which will guarantee that intelligence and godliness shall be universal and coextensive.

INDIVIDUAL ACCOUNTING

THE church cannot teach the people unless it reaches them. Fifty-eight million *unreached* people means fifty-eight million *untaught* people. Twenty-six million children and youth not in Sunday school, as shown on the map on the opposite page, means *twenty-six million potential spiritual illiterates.* The church must find a way to reach the children and to account for them systematically from infancy to maturity.

LEADERSHIP

UNTRAINED, voluntary leadership has been both the strength and the weakness of our Sunday schools. Untrained leadership is apt to be inefficient and dangerous. Good intentions cannot justify bad practise.

We must retain our army of consecrated volunteer teachers and officers but we must provide for them two essential things:

1. *Training.*—A system of training that will reach and actually help the average voluntary worker is absolutely basic in any program for the improvement of religious education.

2. *Supervision.*—Trained teachers need careful supervision. Untrained teachers must be much more carefully supervised. It is a sound principle that the less training the worker has, the more direction he needs.

Here is the weakest spot in the educational program of the church. The church has not provided trained supervisors for its army of untrained, volunteer workers.

The public school has one supervisor to every 82 teachers; the church school has one supervisor to every 2,716 teachers.

The program of the future should provide for highly trained directors of religious education in the local church and city, district, state and national superintendents and inspectors who will supervise, direct and train the army of volunteer workers. The budget of the church must make ample provision for expert supervision.

CURRICULUM

THE child, the teacher and the curriculum are the three most important factors in the school. That which goes into the curriculum eventually finds expression in conduct.

The building of the body of common matter that shall constitute the curriculum of our religious schools is one of the two or three most pressing problems before the church today. Trained experts with ample facilities for research and experimentation must be provided for this purpose in large numbers.

TIME AND PARENTAL COOPERATION

THE church school must be given adequate time to do its work. Our survey shows that the average Protestant child has only 24 hours of time provided annually for his religious instruction, while the Jewish child has 335 hours and the Catholic child has 200 hours.

More time on Sunday and during the week-days

should be provided as rapidly as curricula and teachers can be prepared.

Vacation and week-day schools of religion are absolutely necessary for the adequate religious training of the American people.

The training of parents and the cooperation of the home and the church school constitute one of the next important steps in the educational program of the church.

CHURCH RESPONSIBILITY

THE budget of the church school should become a part of the budget of the church and the church should feel itself actually responsible for the educational program offered to its children. Adequate building, equipment, teaching staff and parental support and cooperation will not be secured until the church regards its school as one of the chief agencies of spiritualizing the life of the community.

How Christian Education Builds the New Social Order

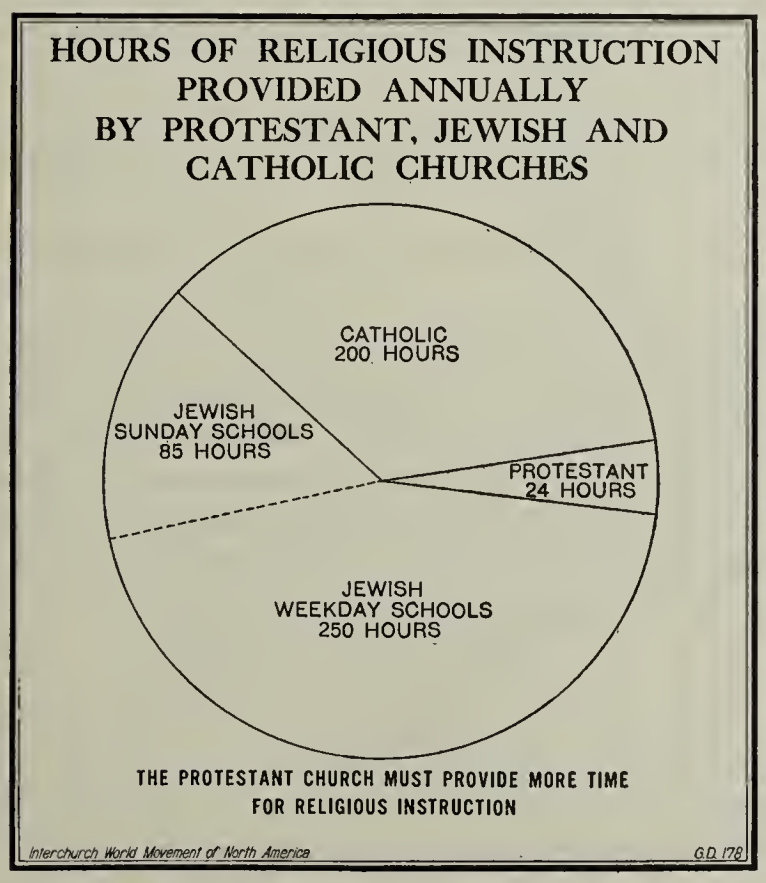
THE world is in the midst of a social unrest seldom if ever equaled in the history of the human race. Man has failed to preserve the peace of the world. Organized governments are being overthrown and untried social theories are demanding a hearing and a trial. In the early days of our republic we borrowed European educational institutions. We are now in danger of borrowing European and Oriental theories of society which will overthrow our democratic institutions.

The crying need of the hour is for social stability.

"Education is the introduction of control into experience."

"Religious Education is the introduction of control into experience in terms of a great religious ideal."

"Christian Education is the introduction of control into experience in terms of Jesus Christ. It is the task of Christian education to secure individual and social control in terms of the universal mind of Christ, which is the only standard of conduct 'safe for democracy.'"



In undertaking the task of building a program of religious education which will undergird society with those moral and religious sanctions which guarantee the stability of the social order, the religious educator will make a comprehensive study of present conditions; he will analyze and evaluate existing methods and processes.

It is such a searching diagnosis which the American Religious Education Division of the Survey Department has undertaken. The survey is remedial not merely diagnostic. Upon its results it will be possible to build a comprehensive program of religious education. Never before in American history have so many educational experts collaborated on a single educational task. The scope of the survey will be shown by the following classification of schedules which have been prepared by this division.

I. RELIGIOUS EDUCATION IN THE LOCAL CHURCH

1. General information
2. Buildings and equipment
3. Individual accounting
4. Curriculum
5. Organization and administration
6. Teachers and officers
7. Supervision of teachers and officers
8. Finance
9. Religious education in the home.
10. Cooperation of the Sunday school in the religious education of the community
11. Educational organizations for young people

II. RELIGIOUS EDUCATION IN THE COMMUNITY

1. Community organization for religious education

2. Community schools of religious education
3. Week-day religious schools
4. Vacation Bible schools
5. Young Men's Christian Association—city work
6. Young Men's Christian Association—rural work
7. Young Women's Christian Association—city work
8. Young Women's Christian Association—rural work
9. Boy Scouts
10. Girl Scouts
11. Camp Fire Girls
12. Woodcraft League
13. Religious education in the public schools
14. Community census
15. Community music
16. Community art
17. Community drama and pageantry
18. Playgrounds and recreation
19. Community amusements
20. Juvenile delinquency

III. RELIGIOUS EDUCATION IN THE HOME

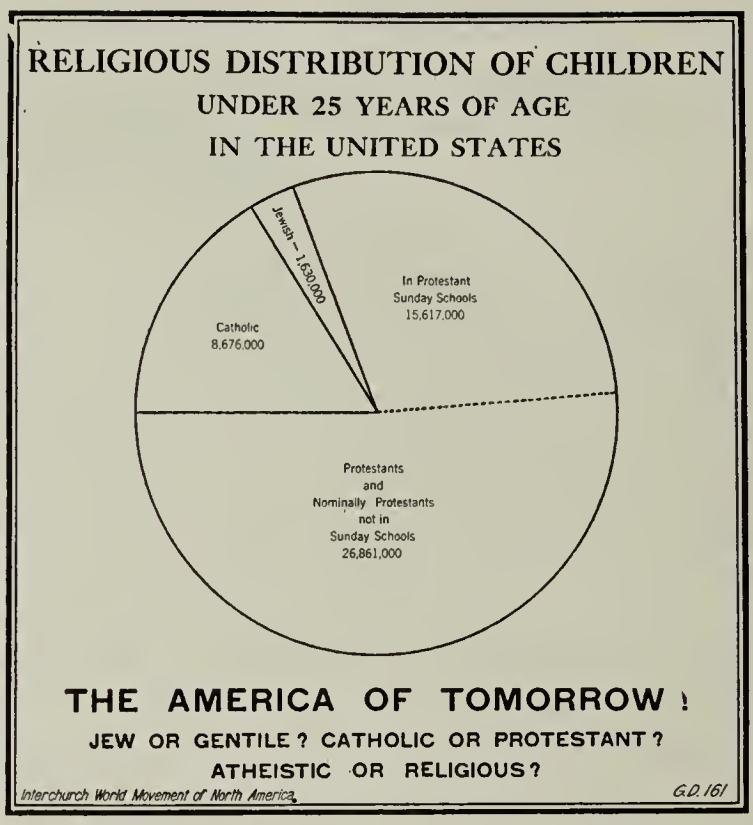
1. General schedule for church families
2. Special schedule for non-church families
3. Special schedule for selected families

IV. RELIGIOUS EDUCATION IN SPECIAL FIELDS

1. Alaska
2. Hawaii
3. West Indies

V. RELIGIOUS EDUCATION OF SPECIAL GROUPS

1. Indian schools
2. Juvenile delinquents
3. State and federal prisons and penitentiaries
4. Schools for blind and deaf



5. Schools for feeble-minded
6. Orphanages and children's homes under state or municipal support
7. Orphanages and institutions of correction under church auspices (included in schedules of Division of Hospitals and Homes)

VI. GENERAL SUPERVISORY AND PROMOTION AGENCIES

1. Denominational Sunday school boards
2. Interdenominational Sunday school associations
3. Denominational young people's boards.
4. Interdenominational young people's boards
5. Independent religious education associations

This survey is undertaken from the viewpoint of the church. The churches are active, constructive agencies creating values essential to the life of all the people. As community builders the churches are seeking through careful surveys the facts upon which to base their programs of parish and community work.

Facts Regarding Religious Education in the Home

THE OPPORTUNITY OF THE HOME

MEASURED in time the home is responsible for far more of the child's time than are all other educational agencies combined. This will easily appear from the following table:

TIME APPORTIONMENT

Hours in week		168
Hours in school	25	
Hours in church	2	27
Hours under home control		141
Hours spent in sleep		56
Hours at disposal of home as compared with 27 at disposal of school and church		85

ATTENTION OF TEACHER TO INDIVIDUAL CHILD

40 children to room, 5 hours a day.
5/40 or $\frac{1}{8}$ hour = $7\frac{1}{2}$ minutes daily.

The average for individual attention is often not so much as this for individual treatment, the time being used in mass treatment. There are few homes which cannot give, if they will, at least three times this amount of individual attention.

Hours in year		8,736
Hours in school	750	
Hours in church	75	825
		7,911
Hours spent in sleep		2,980
Hours at disposal of home as compared with 825 at disposal of school and church		4,931

FAILURE OF HOME AND SCHOOL EDUCATION

MORE than one-half the crimes dealt with in the courts are against *property*, the rest against the *person*. Thefts, dishonesty, untruthfulness, wilful self-indulgence, lack of self-control—these are the qualities of character which find expression in crime.

Stealing—the continuance of a baby's instinctive practise of taking what it wants.

Drunkenness, murder, seduction—the results of self-indulgence and the absence of training in self-control.

Truancy—the expression of hunger for adventure or of desire to escape monotony of home or school.

CAUSES OF CRIME

*No work	*Fast women
*Need of money	*Gambling
*Bad company	*Boyish pranks
*Drink	*Hunger
*Brutal fathers	*Lack of home training —parental neglect
*Domestic troubles	Institutional life in childhood
*Bad books and cigarettes	

Instruction in stealing by older people
Cocaine and other drugs.
*These reflect home failure.

TYPES OF HOME FAILURE

IT IS one of the tragic facts that the ultimate failure of the child may be in no wise the fault of the child, but wholly the fault of the home. Note this list of various types of home failures:

Parental misunderstanding of child
Fault-finding
Lack of affection or failure to express it
Lack of confidential relation with children
Drunken parents
Separation of parents
Loss of parent by death
Street play and loafing

WHAT HAPPENS DURING UNOCCUPIED TIME

DURING one week in one city there were arrested 197 children under 16 years of age—182 boys, 15 girls; of these, 75 were

Americans; 20 between 8 and 10 years of age; 63 between 10 and 13 years of age; 114 between 13 and 16 years of age. This week's number was below the average. It is estimated that over 10,000 children are arrested in this one American city during the year.

COST OF THE FAILURE OF HOME EDUCATION

The cost of one year's crime is estimated at not less than $6,000,000,000.

Yet only 11 per cent of the crimes reported are punished.

Nine-tenths of the criminals were normal children.

Nine-tenths of the children brought into court are boys. Two-thirds of criminals were homeless, or worse, in childhood.

One-fourth were deprived of a mother's care because their mothers had to earn a living.

WHY THE SCHOOL AND CHURCH CANNOT DO THE WORK OF THE HOME

Lack of *time*—(see time schedule above).

During three months of the year school does *nothing*.

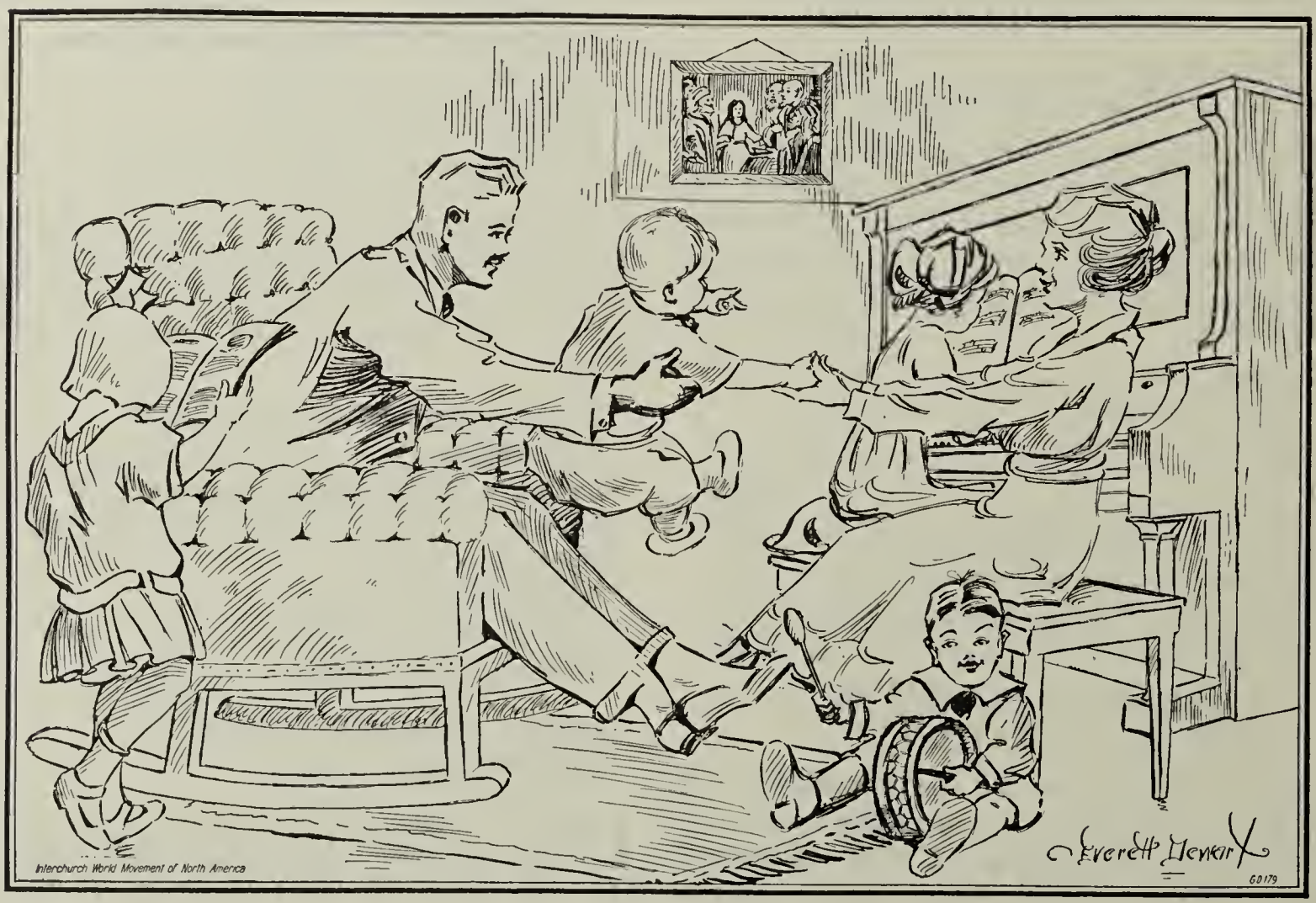
Lack of *experience*—One-half the women teachers and one-third the men teachers are under 24 years of age.

One-half the teachers have four years' teaching experience or less; one-fourth, less than one year's experience.

Three-fifths of women and two-fifths of men teachers in rural schools have less than high school education.

More than three-fourths of all teachers are sons and daughters of small tradesmen and farmers whose incomes average less than $800 a year.

Nearly one-fourth of the teaching profession must be recruited afresh each year.



Denominational Responsibility for Religious Education

THE religious education of all the children of all the people demands of all the churches an adequate denominational organization and program. Unless this fundamental need of religious education be met, the solution of the present situation is hopeless. The following proposals should receive most careful consideration:

1. Churches must be associated continuously in a noble fellowship of service if the great need of a great country is to be met.

The natural and immediate fellowship is between churches of like faith and order. If this fellowship is loyal to the Head of the church it must be a fellowship of service. Facing neglected childhood and youth the denominational fellowship must add to all other service a ministry of education through the churches.

2. A denominational leadership for religious training must be developed adequate for America's needs.

Even as no local church reaches its highest efficiency when it shares the time of a pastoral leader, no denomination achieves its best in religious education by dividing the time of a missionary or publishing or evangelistic leader. Each denomination needs a separated and specialized leadership, competent in educational organization. This involves a staff of officers, headquarters officers and their equipment.

3. Denominational leadership of religious education must face local tasks such as:

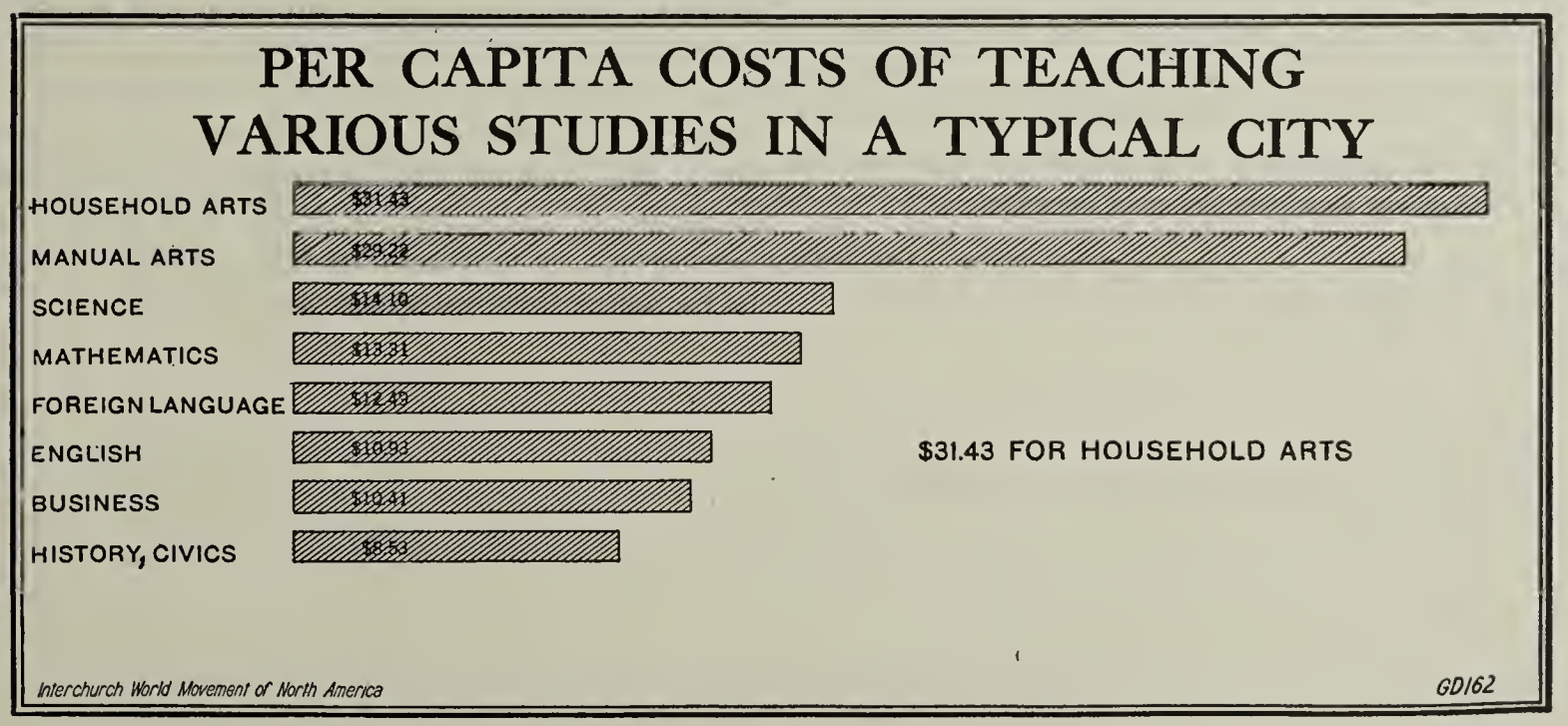
Planting Sunday schools in neglected areas as revealed by a careful survey.

Winning the attendance and continuous interest of pupils especially through the perilous years of adolescence.

Enlisting and training church school officers and teachers, because the severest limitations of the school come from the inadequate number and the inefficiency of its teachers and leaders.

Giving specialized help to workers in the grades, since teachers of children, of boys and girls, of young people and of adults can only be assisted effectively by experts in their specialized field.

Building and remodeling church school houses, for even a good teacher may be defeated by the



physical conditions which an ignorant or careless church permits.

Relating evangelism and instruction effectively to safeguard the evangelical bases of religious education.

Providing systematic and coordinated missionary education in order to give every pupil information and the passion and habit of service.

Supplying social training in attitudes and service as one of the tasks of religious education made plain by the war and after.

Creating opportunities for additional religious instruction since one half hour a week is utterly inadequate. The Daily Vacation Bible School, week day religious instruction and other plans must be promoted.

4. Denominational leadership must develop a field force reaching all the churches.

It is not sufficient to have a headquarters force. Correspondence and the printed page do a great deal but immediate, personal help is necessary. Trained and paid workers for limited territory must be supplied. Rural and urban work call for two types of leaders if promotion and supervision are to be properly cared for.

5. The denomination will issue its own lesson course material.

The material of religious education must grow out of the experience of those who teach. Each communion of believers will be impelled to express its faith in the material it supplies for the training of children and youth. There is need of an editorial staff trained in the principles and practise of religious education and of a publishing equipment and service.

6. Publicity and popular promotion material must be circulated.

A constituency must be aroused and instructed. Interest must be awakened in prospective workers. Special occasions and programs must be advertised.

The service of a specialist who can popularize educational appeals is in demand and he must be given a fund for printing. Each department must circulate free material in promoting its work. An adequate budget item must be provided for this need.

7. The staff of workers needs further training in order to avoid ruts and compel progress in a rapidly developing field. Each denomination ought to arrange training conferences, summer schools for paid workers and professional correspondence study courses. Financial provision must be made for this need.

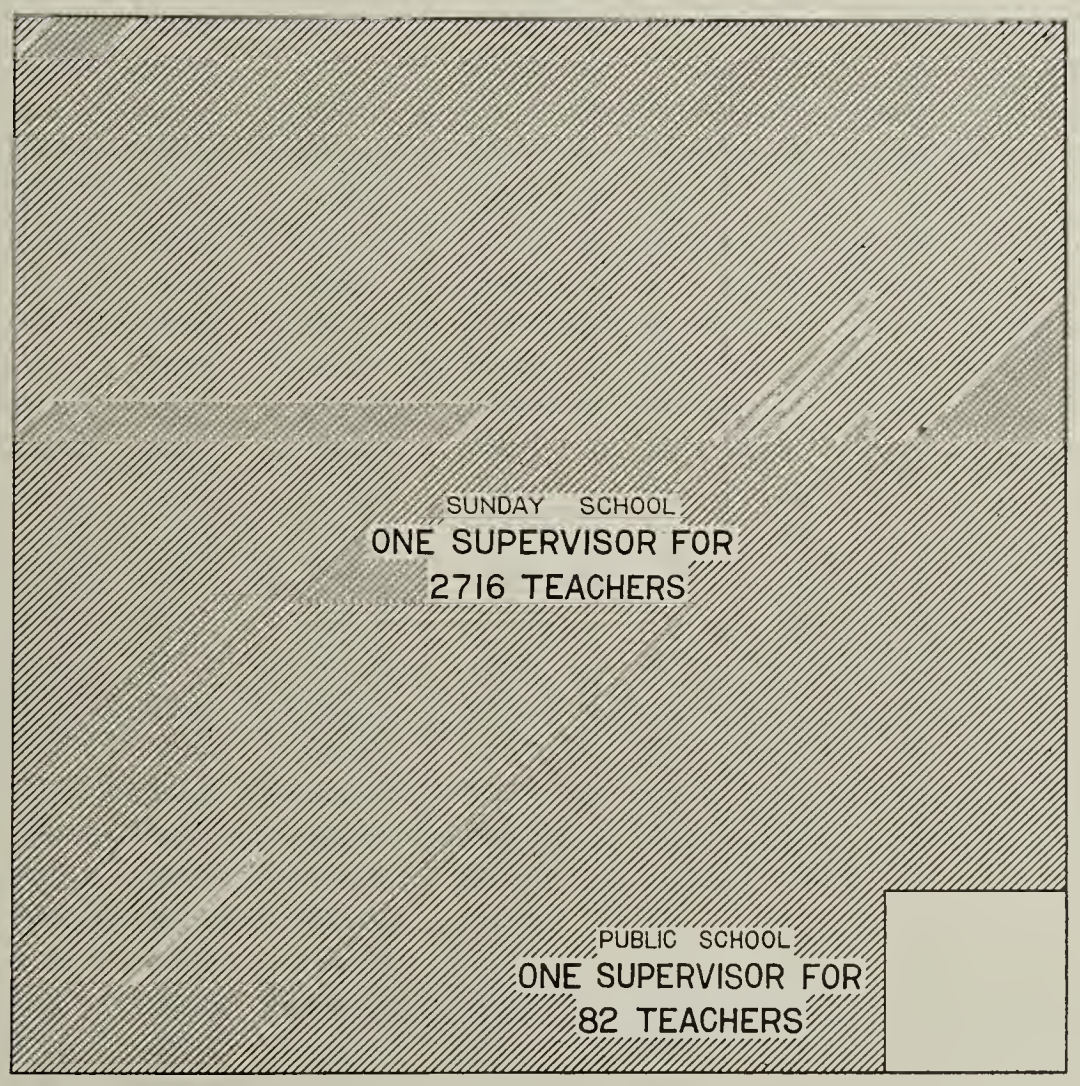
8. The special needs of young people must be met.

Because of the tremendously significant period of youth special leadership is needed for young peoples' work. During the 'teen years habits of Christian life and service are formed or largely made impossible. No provision for religious education is complete without attention to the groups of young people.

9. A service of research and experimentation must be maintained to secure educational advance.

Beyond present attainment and understanding must go the discoverers and pioneers. Progressive denominational leadership will develop departments of religious education in colleges and universities and provide experiment stations. Scientific surveys and wide investigations are needed for uncovering needs and weaknesses, improving methods and clarifying principles. A sufficient budget provision must be made for this important work.

COMPARATIVE SUPERVISION IN PUBLIC AND SUNDAY SCHOOLS



Interchurch World Movement of North America. G.D.164

State-wide Promotion, Training and Supervision

Continuance and Extension of Present Service

State	Men and Women			Expended, 1919	Needed for 1920			Needed for Five Years
	Present Force	Needed, 1920	Needed, 1920-24		For Salaries and Travel	For Equipment and Promotion	Total	
Alabama	11	24	33	$19,900	$46,000	$9,125	$55,125	$336,569
Arizona	2	7	9	5,000	11,700	2,475	14,175	86,536
Arkansas	5	11	17	8,000	19,800	4,980	24,780	151,281
California (N.)	2	10	15	5,500	20,700	4,185	24,885	151,922
California (S.)	4	10	15	7,100	21,200	4,682	25,882	158,009
Colorado	5	9	13	9,500	17,620	3,821	21,441	130,896
Connecticut	6	9	15	12,834	16,800	6,699	23,499	143,456
Delaware	2	5	7	3,000	7,800	2,070	9,870	60,254
District of Columbia	..	3	5	600	5,200	4,040	9,240	56,409
Florida	2	3	7	5,000	5,900	3,445	9,345	57,045
Georgia	9	11	15	27,000	20,900	7,135	28,035	171,151
Idaho (S.)	2	6	9	3,000	8,300	1,570	9,870	60,254
Illinois	6	18	30	15,939	36,000	9,360	45,360	276,924
Indiana	6	14	18	11,987	28,100	7,075	35,175	214,743
Iowa	6	13	17	12,000	25,500	6,089	31,589	192,847
Kansas	7	15	21	15,500	27,900	7,590	35,490	216,766
Kentucky	6	12	17	9,964	23,740	6,542	30,282	184,873
Louisiana	5	11	16	12,000	17,900	4,990	22,890	139,741
Maine	4	10	15	6,014	19,500	3,968	23,468	143,268
Maryland	4	12	16	8,838	23,800	6,965	30,765	187,819
Massachusetts	8	14	20	13,000	28,450	9,928	38,378	234,294
Michigan	6	15	21	9,285	30,500	7,353	37,853	231,292
Minnesota	7	13	18	14,079	26,500	6,785	33,285	203,204
Mississippi	6	10	14	11,329	16,500	3,975	20,475	124,998
Missouri	6	19	27	22,000	40,300	10,310	50,610	308,977
Montana	..	7	10	300	15,500	5,080	20,580	125,640
Nebraska	3	7	10	9,772	12,750	3,787	16,537	100,954
Nevada	..	..	..	150	.....	.....	.....	.....
New Hampshire	2	6	10	4,860	13,200	4,230	17,430	106,490
New Jersey	8	12	17	11,280	25,000	7,340	32,340	197,437
New Mexico	..	..	..	600	.....	.....	.....	.....
New York	12	26	35	21,744	46,000	9,650	55,650	339,745
North Carolina	1	7	10	3,150	14,200	6,590	20,790	126,921
North Dakota	3	7	10	6,800	12,300	3,870	16,170	98,776
Ohio	11	20	29	22,701	55,170	11,421	66,591	406,543

State-wide Promotion, Training and Supervision

Continuance and Extension of Present Service

(Continued)

State	Men and Women			Expended, 1919	Needed for 1920			Needed for Five Years
	Present Force	Needed, 1920	Needed, 1920-24		For Salaries and Travel	For Equipment and Promotion	Total	
Oklahoma	3	9	13	$10,000	$20,600	$5,020	$25,620	$156,412
Oregon	3	8	12	4,500	15,500	4,345	19,845	121,130
Pennsylvania	16	29	40	40,000	63,000	19,425	82,425	493,207
Rhode Island	3	5	7	4,700	6,250	1,940	8,190	49,995
South Carolina	6	11	15	14,000	21,500	5,695	27,195	166,023
South Dakota	4	8	12	5,111	15,150	4,118	19,268	117,627
Tennessee	3	4	8	5,000	7,700	3,425	11,025	67,302
Texas	1	9	15	3,000	15,500	6,025	21,525	131,406
Utah	..	..	..	600	.....	.....	.....	.....
Vermont	1	4	7	754	6,000	2,033	8,033	49,037
Virginia	1	4	7	3,560	7,200	2,775	9,975	60,893
Washington (W.)	2	8	11	4,500	15,300	5,805	21,105	128,842
Washington (E.)	4	10	14	8,000	19,400	6,220	25,620	156,412
West Virginia	14	18	24	10,443	38,200	10,835	49,035	299,358
Wisconsin	4	11	14	14,000	21,800	7,495	29,295	178,844
Wyoming	..	..	..	300	.....	.....	.....	.....
Alaska	..	..	..	100	.....	.....	.....	.....
Hawaii	..	..	..	300	.....	.....	.....	.....
West Indies	1	..	..	1,000	.....	.....	.....	.....
Total	233	514	740	$479,594	$1,013,830	$282,281	$1,296,011	$7,902,522

Fields left blank are to be cared for by denominational and international service.

These estimates have been prepared by the American Religious Education Division in the light of facts as secured from state and International Sunday School association officers.

By "1919" is meant the last completed state year; and by "1920" is meant the state's first year of work on the new scale of service.

Summary for National and State Cooperation

Field	1919		1920		Five Years	
	Men	Money	Men	Money	Men	Money
The United States as a whole	24	$110,000	90	$596,500	129	$3,641,670
The States Separately Organized	233	479,594	514	1,296,011	740	7,902,522
Total	257	$589,594	604	$1,892,511	869	$11,544,192

SPECIAL PROMOTION NEEDS

AN ANALYSIS of promotion needs discloses the following:

Teacher Training
Daily Vacation Bible Schools
Week Day Instruction
Training Schools
Missionary Education
Social Training
Sunday Schools for New Americans
Staff Training
Promotion
Publicity
Research

In addition to the expense of maintaining headquarters offices, general officers, field workers, equipment and extension service and Special Young People's work, denominational boards must provide for special promotion needs. These needs are indicated in the sample list suggested herewith.

Each board must determine its own needs and apportion its finances accordingly. But for the most part each board will feel the need of a direct service of its own or of cooperating in a joint service for each of the causes mentioned.

STAFF DISTRIBUTION

WHEN we analyze the staff of workers, the forces are seen to include: *General Workers*—(1) General Secretary; (2) Education Secretary; (3) Sunday School Editors; (4) Grade Specialists; (5) Teacher Training; (6) Missionary Education; (7) Daily Vacation Bible Schools; (8) Week Day Religious Instruction; (9) Social Service Education; (10) Training Schools; (11) Sunday School Work for New Americans; (12) Negro Sunday School Workers; (13) Extension Workers; (14) Rural; (15) Evangelism; (16) Sunday School Architecture; (17) Parent Training; (18) Survey Workers; (19) Music (including Worship, Religious Art, Pageantry); (20) Librarian; (21) Correspondence Study and Staff Training; (22) Research; (23) Stenographers. *Field Workers*—(24) State and District Leaders; (25) City Leaders; (26) Grade Specialists; (27) Extension; (28) School Survey Workers; (29) Business Branch Advisors; (30) Clerks and Stenographers; (31) Part-time Workers. *Young People's Workers*—(32) General Officers; (33) Field Workers.

From the experience of many denominational boards the accompanying list of workers has been gathered. No board employs all these workers but every board is expanding its work and pushing out into new forms of service. Every progressive board has plans for the enlargement of its work of religious education beyond its present operations. Boards with small income and rudimentary organization must first give attention to the headquarters office and secure a general and specialized leadership. With the increase of funds and workers boards must give attention to their fixed force in order to carry help to local churches more directly. In many instances boards must find a basis of field cooperation to give their people the various help they need in their task of religious education.

AMERICAN RELIGIOUS
EDUCATION DIVISION

Budget Statement for

DENOMINATIONAL SUNDAY SCHOOLS ONLY

Table I—By Denominations

Denomination	Constituency			Personnel Needed Religious Educational Staff		Financial Budget*	
	Number of Churches	Number of Church Members	Sunday School Enrolment	1920	5 Years	1920	5 Years
ADVENT							
Advent Christian Church	535	30,597	24,141	2	4	$2,000	$12,000
BAPTIST							
Northern Baptist Convention	8,159	1,232,135	1,141,853	150	220	250,000	1,500,000
Seventh Day Baptist	68	7,980	5,882	1	3	1,500	10,000
BRETHREN							
Church of the Brethren	999	105,102	124,315	6	8	9,000	55,000
CHRISTIAN							
Christian Church	1,265	118,737	103,246	5	6	8,000	50,000
CONGREGATIONAL							
Congregational Churches	5,867	791,274	732,529	70	100	125,000	750,000
DISCIPLES							
Disciples of Christ	8,408	1,226,028	1,027,475	100	150	200,000	1,250,000
EVANGELICAL							
Evangelical Synod of N. A.	1,336	339,853	159,611	12	17	17,500	100,000
FRIENDS							
Society of Friends (Orthodox)	809	92,379	72,468	3	5	7,500	45,000
METHODIST							
Methodist Episcopal Church	29,342	3,717,785	4,264,113	400	600	650,000	4,000,000
Methodist Episcopal Church, South	19,220	2,114,479	1,840,736	120	175	200,000	1,250,000
Methodist Protestant Church	2,473	186,908	198,696	11	15	17,500	100,000
MORAVIAN							
Moravian Church	110	26,373	16,448	1	2	1,500	10,000
PRESBYTERIAN							
Presbyterian Church in the U. S. A.	9,660	1,611,251	1,522,438	100	150	175,000	1,000,000
Presbyterian Church in the U. S., South	3,368	357,769	345,477	50	65	75,000	450,000
United Presbyterian Church	991	160,726	171,232	12	17	20,000	125,000
REFORMED							
Reformed Church in America	775	144,929	135,630	9	13	15,000	100,000
Reformed Church in the U. S	1,761	344,374	333,639	22	32	35,000	215,000
UNITED BRETHREN							
Church of The United Brethren in Christ	3,487	348,828	443,061	26	40	40,000	250,000
UNITED EVANGELICAL							
United Evangelical Church	957	89,774	143,361	7	11	12,000	75,000
TOTAL	99,590	13,047,281	12,806,351	1,107	1,633	$1,861,500	$11,347,000

*Included in total of Table II.

AMERICAN RELIGIOUS
EDUCATION DIVISION

General Budget

DENOMINATIONAL SUNDAY SCHOOL

Table II—By Denominations

Denomination	Headquarters Expenses		Field Workers		Equipment		
	1920	5 Years	1920	5 Years	1920	5 Years	
ADVENT							
Advent Christian Church	$400	$2,400	$600	$3,600	$200	$1,200	1
BAPTIST							
Northern Baptist Convention	50,000	300,000	75,000	450,000	25,000	150,000	2
Seventh Day Baptist	300	2,000	450	3,000	150	1,000	3
BRETHREN							
Church of the Brethren	1,800	11,000	2,700	16,500	900	5,500	4
CHRISTIAN							
Christian Church	1,600	10,000	2,400	15,000	800	5,000	5
CONGREGATIONAL							
Congregational Churches	25,000	150,000	37,500	225,000	12,500	75,000	6
DISCIPLES							
Disciples of Christ	40,000	250,000	60,000	375,000	20,000	125,000	7
EVANGELICAL							
Evangelical Synod of N. A.	3,500	20,000	5,250	30,000	1,750	10,000	8
FRIENDS							
Society of Friends (Orthodox)	1,500	9,000	2,250	13,500	750	4,500	9
METHODIST							
Methodist Episcopal Church	130,000	800,000	195,000	1,200,000	65,000	400,000	10
Methodist Episcopal Church, South	40,000	250,000	60,000	375,000	20,000	125,000	11
Methodist Protestant Church	3,500	20,000	5,250	30,000	1,750	10,000	12
MORAVIAN							
Moravian Church	300	2,000	450	3,000	150	1,000	13
PRESBYTERIAN							
Presbyterian Church in the U. S. A.	35,000	200,000	52,500	300,000	17,500	100,000	14
Presbyterian Church in the U. S., South	15,000	90,000	22,500	135,000	7,500	45,000	15
United Presbyterian Church	4,000	25,000	6,000	37,500	2,000	12,500	16
REFORMED							
Reformed Church in America	3,000	20,000	4,500	30,000	1,500	10,000	17
Reformed Church in the U. S.	7,000	43,000	10,500	64,500	3,500	21,500	18
UNITED BRETHREN							
Church of the United Brethren in Christ	8,000	50,000	12,000	75,000	4,000	25,000	19
UNITED EVANGELICAL							
United Evangelical Church	2,400	15,000	3,600	22,500	1,200	7,500	20
TOTAL	$372,300	$2,269,400	$558,450	$3,404,100	$185,150	$1,134,700	21

tatement for

AND YOUNG PEOPLE'S WORK

nd Types of Work

	Extension		Special Promotion		Young People		Total	
	1920	5 Years	1920	5 Years	1920	5 Years	1920	5 Years
1	$400	$2,400	$400	$2,400	.....	.....	$2,000	$12,000
2	50,000	300,000	50,000	300,000	.....	.....	250,000	1,500,000
3	300	2,000	300	2,000	.....	.....	1,500	10,000
4	1,800	11,000	1,800	11,000	.....	.....	9,000	55,000
5	1,600	10,000	1,600	10,000	.....	.....	8,000	50,000
6	25,000	150,000	25,000	150,000	.....	.....	125,000	750,000
7	40,000	250,000	40,000	250,000	$35,000	$200,000	235,000	1,450,000
8	3,500	20,000	3,500	20,000	.....	.....	17,500	100,000
9	1,500	9,000	1,500	9,000	3,000	20,000	10,500	65,000
0	130,000	800,000	130,000	800,000	100,000	625,000	750,000	4,625,000
1	40,000	250,000	40,000	250,000	30,000	175,000	230,000	1,425,000
2	3,500	20,000	3,500	20,000	.....	.....	17,500	100,000
3	300	2,000	300	2,000	.....	.....	1,500	10,000
4	35,000	200,000	35,000	200,000	20,000	125,000	195,000	1,125,000
5	15,000	90,000	15,000	90,000	.....	.....	75,000	450,000
6	4,000	25,000	4,000	25,000	.....	.....	20,000	125,000
7	3,000	20,000	3,000	20,000	.....	.....	15,000	100,000
8	7,000	43,000	7,000	43,000	6,000	40,000	41,000	255,000
9	8,000	50,000	8,000	50,000	10,000	600,000	50,000	850,000
0	2,400	15,000	2,400	15,000	.....	.....	12,000	75,000
1	$372,300	$2,269,400	$372,300	$2,269,400	$204,000	$1,785,000	$2,065,500	$13,132,000

Cooperation in Religious Education

RELIGIOUS education if it is to be provided through local church effort for all America must be organized and promoted by cities, counties and states as a whole as well as separately by each denomination.

The surveys show the needs of the field. Every test reveals the lack of sound Bible education.

Taking as a basis the state and county Sunday-school association, with their years of experience and field development; and raising their personnel and equipment to the point of functioning efficiency for every field, we can in five years create a force which, cooperating with the denominations, will vitalize teaching and training in every church and neighborhood from California to Maine.

Detailed plans for this advance are ready. For every state-wide organization there will ultimately be needed:

1. A standard official force, including a general secretary; a superintendent of religious education; divisional specialists for work with children, youth, adults and general officers; an office secretary and additional specialists and assistants as each field may need.

2. Educational field representatives for groups of counties.

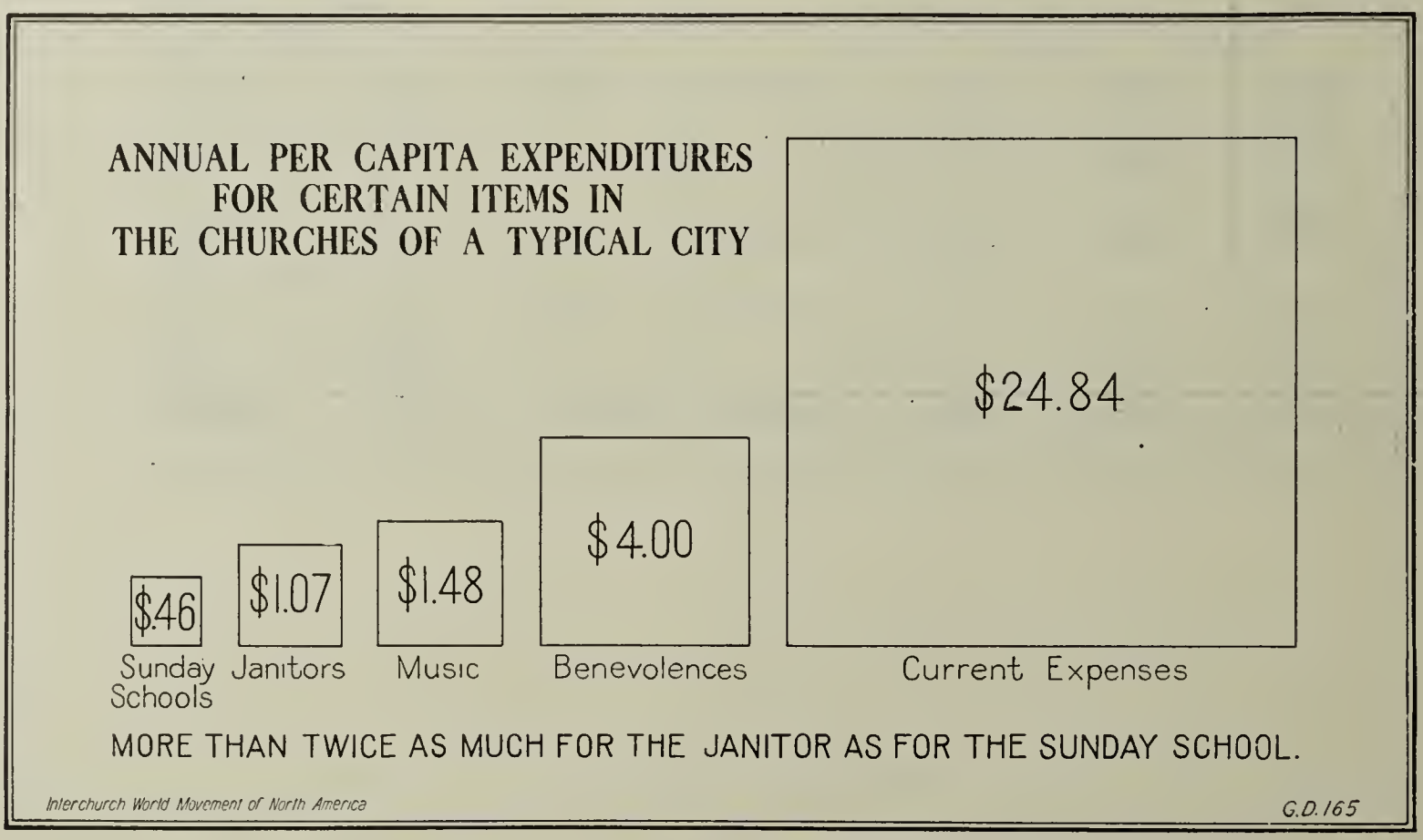
3. A working organization for each city and county unit, with its own leadership and local budget locally raised.

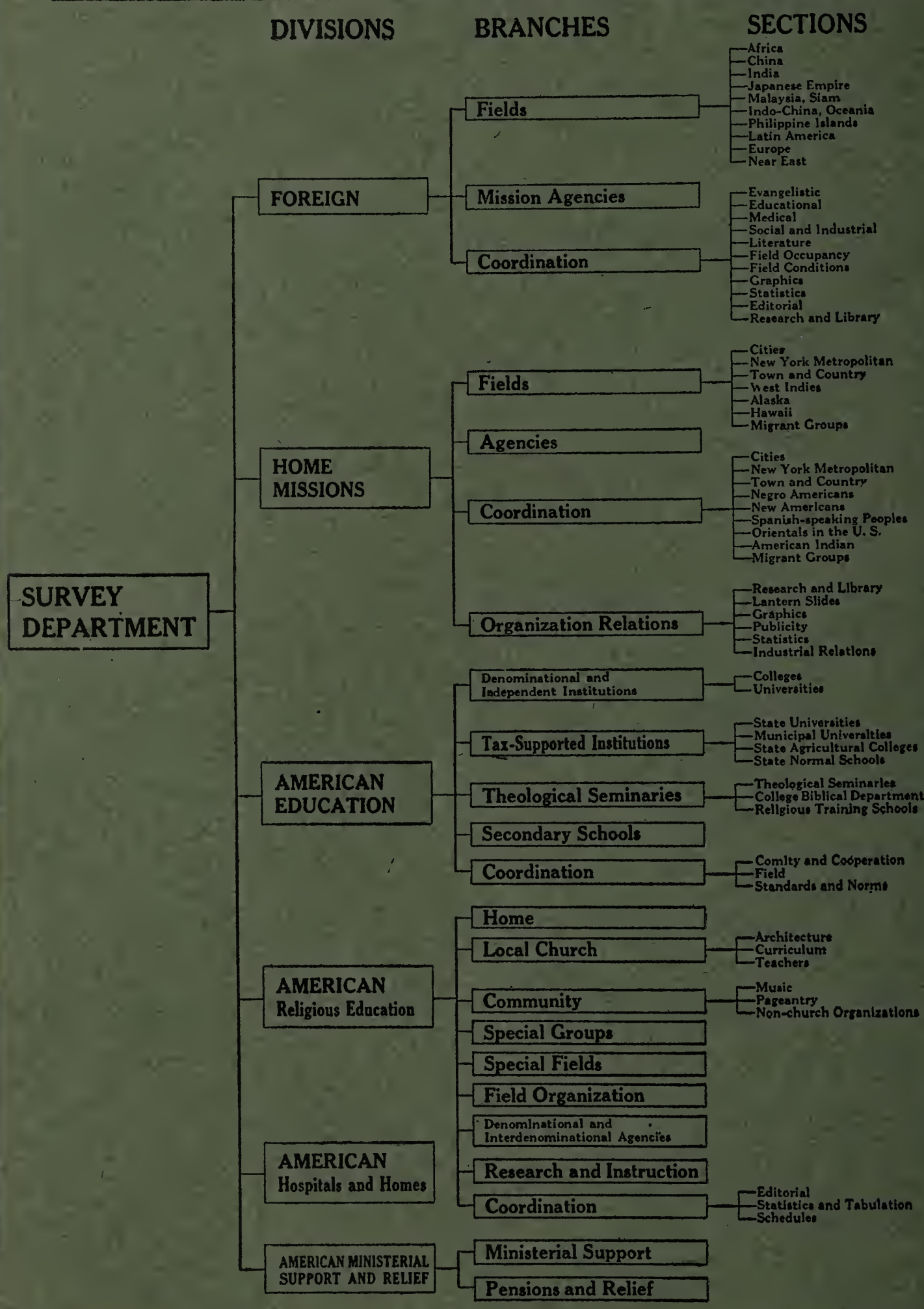
4. Adequate headquarters space with equipment for efficient office service.

5. A modern program of community training for religious teachers and school leaders.

The amount of this budget that can be realized in these five years, if the churches furnish the money, is represented in the state budgets which follow. It is assumed that needs will increase by one-tenth each year. If the existing state Sunday school organizations are not utilized costs will be higher and results slower.

Through negotiations which near completion as this budget is framed, provision is made for placing all the activities and leadership forces of the state and international associations under joint territorial and denominational control.



INTERCHURCH WORLD MOVEMENT OF NORTH AMERICA

ORGANIZATION OF THE SURVEY DEPARTMENT